

**ANNUAL REPORT TO THE
GOVERNOR
and
CONNECTICUT GENERAL
ASSEMBLY**

Report on Affirmative Action in
Connecticut State Agencies

Calendar Year 2008

Commission on Human Rights and Opportunities

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Introduction

The Commission on Human Rights and Opportunities (CHRO) is responsible for the enforcement of the state's affirmative action statutes, CONN. GEN. STAT. §§ 46a-68 to 46a-68k, inclusive. Under CONN. GEN. STAT. § 46a-68, state agencies, departments, boards and commissions within the executive branch must develop and implement a plan that commits the agency to a program of affirmative action in all aspects of personnel and administration. Each agency must submit its plan to the CHRO to be reviewed for compliance with the Affirmative Action by State Government regulations, Sections 46a-68-31 to 46a-68-74 of the Regulations of Connecticut State Agencies. Under CONN. GEN. STAT. § 46a-68(f), the CHRO thereafter submits a report to apprise the Governor and the General Assembly of the collective efforts of state agencies to achieve a workforce fully representative of the people of Connecticut as well as to indicate the status of individual agency affirmative action plan reviews by the CHRO.

This report includes race, gender, occupational category and age data for all full-time employees of the Connecticut state government for all agencies, departments, boards and commissions obligated under the provisions of CONN. GEN. STAT. § 46a-68 to file affirmative action plans. These entities are identified in Appendix A of the regulations. Data represented in this report is solicited from all such entities annually.

Statistical Analysis of Employment of Males and Females by Race Within the Total Connecticut Workforce and Within State Government Employment -- 2008

	White	%	Black	%	Hispanic	%	Other	%	All	%
Male (Total Workforce)	744,504	42.4	62,231	3.5	70,774	4.0	40,519	2.3	918,028	52.2
Male (State Government)	18,481	37.8	3,128	6.4	1,864	3.8	717	1.5	24,190	49.5
Female (Total Workforce)	664,879	37.8	76,358	4.3	63,532	3.6	33,575	1.9	838,344	47.8
Female (State Government)	17,395	35.6	4,437	9.1	2,109	4.3	755	1.5	24,696	50.5
Total (Total Workforce)	1,409,383	80.2	138,589	7.9	134,306	7.6	74,094	4.2	1,757,139	100
Total (State Government)	35,876	73.4	7,565	15.5	3,973	8.1	1,472	3.0	48,886	100

*Source: *Connecticut Occupational Statistics 2000* prepared by the Connecticut Labor Department, February 2005 -- http://www.ctdol.state.ct.us/lmi/pubs/eo2000_vol1_westernct.pdf

**CHRO Survey of State Agencies

NOTE: Data regarding the number and percentage of employees by race and gender is compared to the total public and private workforce for the state of Connecticut. The 2000 census is used as a constant for annual comparisons.

Race and Gender Distribution --Total Connecticut Workforce and Within State Government Employment

For purposes of establishing a comparative standard, the CHRO gathered information from the 2000 Census. As noted above, *Connecticut Occupational Statistics* provided information regarding the workforce of the state of Connecticut, both its totality and its breakdown by race and gender. The CHRO has not adjusted this data relative to the number of unemployed, the number of part-time employees who may be included in the total or the incremental increase in the workforce since 2000. Further, it should be understood that all references in this report to the state workforce are only to those entities listed in Appendix A of the regulations and all figures only reflect that portion of their workforce for which the regulations require data to be collected and reported.

The total workforce of the state of Connecticut in 2000 according to *Connecticut Occupational Statistics* is 1,757,139. Agencies required to file affirmative action plans with the CHRO employed, as of December 31, 2008, 48,886 full-time employees. This represents about 2.8% of the total Connecticut workforce.

Proportionally, state government personnel are 49.5% male and 50.5% female, compared with 52.2% of males and 47.8% of females in the total Connecticut workforce.

Whites account for 1,409,383 or 80.2% of the total workforce. White males comprise 52.8% of the total white workforce, while white females equal 47.2% of that pool. Comparatively, whites make up 73.4% of state employees while accounting for 80.2% of the total workforce. White males comprise 76.4% of male state employees while they make up 81.0% of the total male workforce. White females are 70.4% of the female state employees compared with 79.3% of the total female workforce.

Blacks account for 138,589 or 7.9% of the total workforce. Black males comprise 45.0% of the total black workforce, while black females equal 55.0% of that pool. Comparatively, blacks make up 15.5% of state employees while accounting for 7.9% of the total workforce. Black males comprise 12.9% of male state employees while they make up 6.8% of the total male workforce. Black females are 18.0% of the female state employees compared with 9.1% of the total female workforce.

Hispanics account for 134,306 or 7.6% of the total workforce. Hispanic males comprise 52.7% of the total Hispanic workforce, while Hispanic females equal 47.3% of that pool. Comparatively, Hispanics make up 8.1% of state employees while accounting for 7.6% of the total workforce. Hispanic males comprise 7.7% of male state employees while

they make up 7.7% of the total male workforce. Hispanic females are 8.5% of the female state employees compared with 7.6% of the total female workforce.

Statistical Analysis of State Government Employment

The total number of Connecticut state employees accounted for by race and gender and occupational category is displayed in Table 2.

The total number of state employees was 48,886 as of December 31, 2008 compared with 48,274, as of December 31, 2007. This is an increase of 612 employees (1.3%) in total state employees from the year before.

With respect to employment within occupational job categories, there is normally only incremental shift in percentages of employees by Race/Sex in occupational categories from year to year. Designated occupational categories are:

- Officials/Administrators
- Professionals
- Technicians
- Protective Service Workers
- Paraprofessionals
- Office/Clerical
- Skilled Craft Workers, and
- Service/Maintenance.

The most significant shift in the demographics of state employees is that females now account for more than 50% of the state government workforce with an edge of 506 positions. Females comprise 50.5% of state employees while males account for 49.5% or a difference of 1%.

Tables 4 and 5 show the age distribution of state employees both by agency and by occupational category. Please note that agencies which have a due date instead of a Commission action (i.e. approved, disapproved, conditionally approved or approved by default) are only required to file biennially.

Table 2

Total Full Time Workforce by Race/Sex as of December 31, 2008

Agency	Male Employees				Female Employees				Total
	White	Black	Hispanic	Other	White	Black	Hispanic	Other	
Asnuntuck Community-Technical College	24	4	0	1	44	4	1	3	81
Attorney General	118	12	9	1	145	24	17	7	333
Board for State Academic Awards	22	3	1	1	41	2	0	1	71
Board of Education and Services for the Blind	33	5	4	0	64	7	7	2	122
Board of Trustees for State University System	31	4	1	0	26	7	3	1	73
Capital Community-Technical College	40	13	14	0	56	20	12	5	160
Central Connecticut State University	399	43	39	31	396	42	34	19	1003
Commission on Culture and Tourism	11	3	1	0	20	1	2	1	39
Commission on Human Rights and Opportunities	20	5	4	1	30	23	5	2	90
Commission on the Deaf and Hearing Impaired	2	1	0	0	5	0	1	0	9
Connecticut Agricultural Experiment Station	51	3	1	2	36	1	1	3	98
Connecticut Siting Council	4	0	0	0	0	4	0	0	8
Department of Administrative Services	118	18	13	3	147	32	14	5	350
Department of Agriculture	32	1	0	0	25	2	1	0	61
Department of Banking	38	8	2	2	48	11	6	4	119
Department of Children and Families	594	328	154	30	1264	655	428	48	3501
Department of Consumer Protection	70	7	4	2	52	19	9	3	166
Department of Correction	3565	956	600	44	1094	493	166	21	6939
Department of Developmental Services	843	271	61	13	1799	586	128	25	3726
Department of Economic and Community Development	52	8	1	0	46	13	7	4	131
Department of Education	762	71	52	13	854	104	64	15	1935
Department of Emergency Management and Homeland Security	25	1	1	2	19	3	2	2	55
Department of Environmental Protection	561	19	20	19	286	42	25	10	982
Department of Higher Education	9	5	0	0	23	6	3	1	47
Department of Information Technology	141	12	5	10	90	15	2	3	278
Department of Insurance	60	8	3	2	55	12	5	2	147
Department of Mental Health and Addiction Services	875	274	147	37	1355	520	223	90	3521
Department of Motor Vehicles	266	29	30	8	323	84	49	5	794
Department of Public Health	200	24	5	14	352	125	65	40	825
Department of Public Safety	1293	86	70	17	332	41	23	6	1868
Department of Public Utility Control	49	5	1	3	42	11	7	1	119
Department of Public Works	104	4	5	6	41	18	3	1	182
Department of Revenue Services	277	55	11	15	251	92	25	17	743
Department of Social Services	439	113	61	20	828	394	186	28	2069

Table 2

Total Full Time Workforce by Race/Sex as of December 31, 2008

Agency	Male Employees				Female Employees				Total
	White	Black	Hispanic	Other	White	Black	Hispanic	Other	
Department of Transportation	2150	225	169	78	527	72	38	24	3283
Department of Veterans Affairs	75	24	14	3	92	28	13	10	259
Division of Criminal Justice	275	10	8	3	205	20	14	4	539
Division of Special Revenue	56	9	5	0	51	14	4	2	141
Eastern Connecticut State University	208	23	27	17	236	25	29	15	580
Gateway Community-Technical College	75	7	9	5	94	24	9	7	230
Governor's Office	64	4	2	0	47	5	3	0	125
Housatonic Community-Technical College	60	9	7	3	72	19	17	4	191
Labor Department	274	41	18	10	294	93	56	18	804
Manchester Community-Technical College	76	23	13	9	123	31	7	5	287
Middlesex Community-Technical College	42	5	2	4	54	6	2	6	121
Military Department	55	8	6	0	23	2	5	2	101
Naugatuck Valley Community-Technical College	97	7	8	1	127	13	10	4	267
Northwestern Community-Technical College	32	4	0	1	65	0	1	1	104
Norwalk Community-Technical College	73	11	4	3	116	37	9	5	258
Office of Advocacy for Persons with Disabilities	10	1	1	1	21	5	6	1	46
Office of Child Advocate	0	0	0	0	6	0	2	0	8
Office of Consumer Counsel	7	1	0	0	6	0	1	0	15
Office of Health Care Access	5	1	0	2	8	2	2	0	20
Office of Policy and Management	54	2	2	4	61	18	3	0	144
Office of State Ethics	9	0	0	0	5	1	3	0	18
Office of the Medical Examiner	19	3	3	0	20	5	7	0	57
Police Officer Standards and Training Council	16	0	0	0	7	1	1	0	25
Quinebaug Valley Community-Technical College	31	1	4	0	47	0	2	3	88
Secretary of the State	22	3	2	4	32	19	5	1	88
Soldiers', Sailors' and Marine Fund	6	1	0	1	2	0	2	0	12
Southern Connecticut State University	388	62	21	18	388	92	26	23	1018
State Comptroller	91	14	4	2	98	29	14	6	258
State Elections Enforcement Commission	18	1	2	1	22	3	3	2	52
State Library	26	3	2	1	47	3	2	0	84
State Treasurer	30	13	2	5	51	31	10	1	143
Teachers' Retirement Board	5	2	1	0	15	4	1	1	29
Three Rivers Community-Technical College	61	4	1	2	84	13	4	6	175
Tunxis Community-Technical College	63	3	3	1	113	6	5	4	198

Table 2

Total Full Time Workforce by Race/Sex as of December 31, 2008

Agency	Male Employees				Female Employees				Total
	White	Black	Hispanic	Other	White	Black	Hispanic	Other	
University of Connecticut	1708	94	113	129	1783	106	97	99	4129
University of Connecticut - Health Center	909	83	65	95	1969	258	146	112	3637
Western Connecticut State University	245	25	23	16	229	23	20	13	594
Workers' Compensation Commission	18	2	3	1	62	20	6	1	113
Total	18481	3128	1864	717	17391	4441	2109	755	48886
% of total workforce	37.8%	6.4%	3.8%	1.5%	35.6%	9.1%	4.3%	1.5%	

Table 3

Total Full Time Workforce
by Race/Sex and Occupational Category
as of December 31, 2008

Occupational Categories	Male Employees				Female Employees				Total
	White	Black	Hispanic	Other	White	Black	Hispanic	Other	
Official/Administrators	1056	101	46	21	955	138	57	19	2393
% of Category	44.1%	4.2%	1.9%	0.9%	39.9%	5.8%	2.4%	0.8%	
Professionals	8862	978	559	538	10144	1925	1010	560	24576
% of Category	36.1%	4.0%	2.3%	2.2%	41.3%	7.8%	4.1%	2.3%	
Technicians	501	102	42	20	732	174	47	17	1635
% of Category	30.6%	6.2%	2.6%	1.2%	44.8%	10.6%	2.9%	1.0%	
Protective Service Workers	4125	953	650	57	510	326	115	11	6747
% of Category	61.1%	14.1%	9.6%	0.8%	7.6%	4.8%	1.7%	0.2%	
Paraprofessionals	733	444	127	21	1523	840	256	58	4002
% of Category	18.3%	11.1%	3.2%	0.5%	38.1%	21.0%	6.4%	1.4%	
Office/Clerical	277	96	66	13	3034	925	512	73	4996
% of Category	5.5%	1.9%	1.3%	0.3%	60.7%	18.5%	10.2%	1.5%	
Skilled Craft Workers	816	72	50	6	62	30	10	4	1050
% of Category	77.7%	6.9%	4.8%	0.6%	5.9%	2.9%	1.0%	0.4%	
Service /Maintenance	2111	382	324	41	435	79	102	13	3487
% of Category	60.5%	11.0%	9.3%	1.2%	12.5%	2.3%	2.9%	0.4%	
Total	18481	3128	1864	717	17395	4437	2109	755	48886
% of Category	37.8%	6.4%	3.8%	1.5%	35.6%	9.1%	4.3%	1.5%	

Table 4

Total Full Time Workforce by Age as of December 31, 2008

Agency	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Total
Asnuntuck Community-Technical College	0	0	1	8	4	11	7	10	10	20	9	1	81
Attorney General	2	4	12	23	35	58	53	61	64	17	2	2	333
Board for State Academic Awards	0	0	11	3	11	9	7	10	11	6	1	2	71
Board of Education and Services for the Blind	0	3	7	7	11	12	26	25	18	12	1	0	122
Board of Trustees for State University System	0	0	1	3	7	10	17	21	7	4	3	0	73
Capital Community-Technical College	0	0	3	10	13	23	25	33	31	14	6	2	160
Central Connecticut State University	0	8	31	66	92	144	155	181	161	112	39	14	1003
Commission on Culture and Tourism	0	0	0	2	2	5	9	5	6	6	3	1	39
Commission on Human Rights and Opportunities	0	0	0	13	8	16	15	18	11	6	2	1	90
Commission on the Deaf and Hearing Impaired	0	0	1	0	1	3	0	0	3	1	0	0	9
Connecticut Agricultural Experiment Station	0	2	5	6	9	12	17	22	18	5	1	1	98
Connecticut Siting Council	0	0	0	3	2	1	1	0	1	0	0	0	8
Department of Administrative Services	0	2	7	22	24	54	72	84	52	23	10	0	350
Department of Agriculture	0	0	2	3	4	7	15	13	8	8	1	0	61
Department of Banking	0	2	10	5	9	22	26	20	15	9	0	1	119
Department of Children and Families	0	11	261	541	669	556	453	431	369	161	37	12	3501
Department of Consumer Protection	1	0	3	4	14	18	34	39	32	18	3	0	166
Department of Correction	0	97	505	727	1243	1536	1208	789	466	280	68	20	6939
Department of Developmental Services	1	23	49	126	335	656	814	916	540	206	50	10	3726
Department of Economic and Community Development	0	1	4	9	6	17	24	24	26	14	6	0	131
Department of Education	0	12	74	110	167	272	347	424	328	163	38	0	1935
Department of Emergency Management and Homeland Security	0	0	2	1	4	12	10	10	7	4	3	2	55
Department of Environmental Protection	0	13	51	73	101	138	214	206	120	51	13	2	982
Department of Higher Education	0	0	1	5	4	9	7	7	9	4	1	0	47
Department of Information Technology	0	0	5	6	18	42	62	77	43	22	2	1	278
Department of Insurance	0	2	1	7	4	24	37	29	19	19	5	0	147
Department of Mental Health and Addiction Services	0	20	88	216	377	470	675	775	586	235	64	15	3521
Department of Motor Vehicles	11	23	48	88	126	159	147	113	59	14	5	1	794
Department of Public Health	0	5	36	68	84	105	138	141	153	77	12	6	825
Department of Public Safety	0	44	147	217	385	421	268	195	120	58	13	0	1868
Department of Public Utility Control	0	1	3	7	7	22	20	21	24	11	2	1	119
Department of Public Works	0	0	1	3	7	22	36	33	44	27	6	3	182
Department of Revenue Services	0	14	31	30	52	143	175	126	107	53	11	1	743
Department of Social Services	0	21	103	150	168	265	360	403	414	144	36	5	2069
Department of Transportation	1	76	105	166	339	591	711	722	343	193	29	7	3283
Department of Veterans Affairs	0	0	9	10	19	35	53	54	43	31	5	0	259
Division of Criminal Justice	0	3	22	25	53	79	93	113	84	52	12	3	539
Division of Special Revenue	0	1	3	3	9	11	27	31	34	13	7	2	141
Eastern Connecticut State University	0	6	26	33	57	78	116	89	82	65	24	4	580
Gateway Community-Technical College	0	0	6	12	13	21	37	44	38	34	24	1	230
Governor's Office	0	1	7	4	12	12	16	23	31	10	7	2	125

Table 4

Total Full Time Workforce by Age as of December 31, 2008

Agency	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Total
Housatonic Community-Technical College	0	1	7	8	15	26	24	24	38	28	18	2	191
Labor Department	0	2	22	29	56	124	148	152	157	90	18	6	804
Manchester Community-Technical College	0	1	8	15	25	37	52	50	58	33	6	2	287
Middlesex Community-Technical College	0	1	1	9	11	12	24	14	23	19	5	2	121
Military Department	0	2	6	5	12	14	24	21	8	4	5	0	101
Naugatuck Valley Community-Technical College	0	0	8	11	15	35	45	53	47	45	7	1	267
Northwestern Community-Technical College	0	0	3	5	5	15	16	21	23	10	5	1	104
Norwalk Community-Technical College	0	4	8	16	20	30	42	49	51	25	11	2	258
Office of Advocacy for Persons with Disabilities	0	0	0	1	3	10	6	12	13	1	0	0	46
Office of Child Advocate	0	0	0	0	3	2	3	0	0	0	0	0	8
Office of Consumer Counsel	0	0	2	1	2	1	1	1	4	1	2	0	15
Office of Health Care Access	0	0	0	1	4	5	3	3	2	2	0	0	20
Office of Policy and Management	0	1	4	8	7	12	30	32	31	14	5	0	144
Office of State Ethics	0	0	0	5	0	4	3	4	1	1	0	0	18
Office of the Medical Examiner	0	0	5	5	7	5	9	10	10	3	2	1	57
Police Officer Standards and Training Council	0	0	0	0	0	1	4	3	6	5	6	0	25
Quinebaug Valley Community-Technical College	0	0	2	3	8	10	15	22	15	10	3	0	88
Secretary of the State	0	0	0	5	12	12	13	24	12	8	1	1	88
Soldiers', Sailors' and Marine Fund	0	0	0	1	0	1	1	5	2	1	1	0	12
Southern Connecticut State University	0	4	31	72	102	132	141	141	175	131	55	34	1018
State Comptroller	0	1	8	16	22	29	59	50	39	30	3	1	258
State Elections Enforcement Commission	0	1	6	5	15	11	5	2	6	1	0	0	52
State Library	0	0	0	0	7	12	9	16	24	14	2	0	84
State Treasurer	0	1	5	3	9	18	26	35	27	13	6	0	143
Teachers' Retirement Board	0	0	2	1	4	1	2	10	5	3	1	0	29
Three Rivers Community-Technical College	0	2	3	8	8	10	42	34	31	26	7	4	175
Tunxis Community-Technical College	0	1	4	7	22	23	33	39	39	20	6	4	198
University of Connecticut	1	38	207	302	468	548	666	740	616	378	113	52	4129
University of Connecticut - Health Center	0	49	185	288	408	538	637	651	504	265	87	25	3637
Western Connecticut State University	0	1	23	24	53	63	98	100	101	74	42	15	594
Workers' Compensation Commission	0	0	3	3	4	14	14	26	25	15	6	3	113
Total	17	505	2235	3672	5832	7856	8722	8682	6630	3472	984	279	48886
% of total workforce	0.0%	1.0%	4.6%	7.5%	11.9%	16.1%	17.8%	17.8%	13.6%	7.1%	2.0%	0.6%	

Table 5

Total Full Time Workforce
by Age
as of December 31, 2008

Category or class	Total Employed	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Officials/Administrators	2395	0	1	5	29	132	297	428	571	569	265	77	21
% of Category		0.0%	0.0%	0.2%	1.2%	5.5%	12.4%	17.9%	23.8%	23.8%	11.1%	3.2%	0.9%
Professionals	24584	0	185	1069	1851	2776	3564	4179	4411	3758	1987	621	183
% of Category		0.0%	0.8%	4.3%	7.5%	11.3%	14.5%	17.0%	17.9%	15.3%	8.1%	2.5%	0.7%
Technicians	1635	0	10	65	135	188	253	325	315	232	85	22	5
% of Category		0.0%	0.6%	4.0%	8.3%	11.5%	15.5%	19.9%	19.3%	14.2%	5.2%	1.3%	0.3%
Protective Service Workers	6578	0	127	621	804	1328	1501	1029	656	314	173	20	5
% of Category		0.0%	1.9%	9.4%	12.2%	20.2%	22.8%	15.6%	10.0%	4.8%	2.6%	0.3%	0.1%
Paraprofessionals	4028	1	37	100	262	472	712	833	783	539	229	45	15
% of Category		0.0%	0.9%	2.5%	6.5%	11.7%	17.7%	20.7%	19.4%	13.4%	5.7%	1.1%	0.4%
Office/Clerical	4983	14	79	243	335	506	775	927	898	633	423	118	32
% of Category		0.3%	1.6%	4.9%	6.7%	10.2%	15.6%	18.6%	18.0%	12.7%	8.5%	2.4%	0.6%
Skilled Craft Workers	1043	0	7	19	52	74	172	233	226	158	82	16	4
% of Category		0.0%	0.7%	1.8%	5.0%	7.1%	16.5%	22.3%	21.7%	15.1%	7.9%	1.5%	0.4%
Service/Maintenance	3640	2	59	113	204	356	582	768	822	427	228	65	14
% of Category		0.1%	1.6%	3.1%	5.6%	9.8%	16.0%	21.1%	22.6%	11.7%	6.3%	1.8%	0.4%
Total	48886	17	505	2235	3672	5832	7856	8722	8682	6630	3472	984	279
% of Category		0.0%	1.0%	4.6%	7.5%	11.9%	16.1%	17.8%	17.8%	13.6%	7.1%	2.0%	0.6%

State Agency Affirmative Action Plans

The status of affirmative action plan filings for the year 2008 is presented in Table 6.

Each state agency covered by the affirmative action statutes must submit an affirmative action plan to CHRO for review and action. The required filing date for each agency is established by regulation. Under CONN. GEN. STAT. § 46a-68(d), the CHRO may approve, disapprove or conditionally approve a plan based on a review of the plan's content. To be approved, the affirmative action plan must contain all elements required by the regulations. Additionally, Section 46a-54-60 of the regulations mandates that a plan can be approved only if the "agency has substantially addressed deficiencies noted by the commission in prior plan reviews" and that one of three additional standards is met: (1) "the work force, considered as a whole and by occupational category, is in parity with the relevant labor market area"; (2) "the agency has met all or substantially all of its hiring, promotion and program goals"; or (3) "the agency has demonstrated every good faith effort to achieve such goals and despite these efforts has been unable to do so".

A plan that has been formally "approved" is designated as an approved plan and holds that status until the next filing period. Similarly, an agency's plan that has been either "conditionally approved" or "disapproved" remains as such, although the agency is typically required to demonstrate corrective action before the next filing date occurs. Under CONN. GEN. STAT. § 46a-68(d), the CHRO has 90 days following the filing of a plan to make a determination. Should CHRO not act on the plan during that time period, a filed plan is deemed "approved by default."

During calendar year 2008:

- Fifty Nine (59) plans were received {With one (1) Agency submitting two plans in 2008}
- No plans were approved by default
- Forty-Seven (47) plans were approved
- Eight (8) plans received conditional approval {With one (1) Agency receiving two conditional approvals in 2008}
- Four (4) plans were disapproved
- Fifty-Four (54) plans were filed on time. {With one (1) Agency submitting two plans in 2008}
- Five (5) plans were filed late {All of which the Agency is required to file a plan Annually}
- Three (3) plans are required to be filed Biennially
- Fifty Six (56) plans are required to be filed Annually {With one (1) Agency submitting two plans in 2008}

Table 6 Filing Status of Affirmative Action Plans Calendar Year 2008

Agency	Filing Status		Commission Action	
Administrative Services, Dept. of	(A)	timely	Approved	12/11/08
Agriculture, Department of	(A)	timely	Approved	12/11/08
Asnuntuck Community College	(A)	timely	Approved	7/10/08
Attorney General, Office of the	(A)	timely	Approved	10/07/08
Bd. Of Trustees/Community-Technical Colleges	(A)	timely	Approved	6/12/08
Capital Community College	(A)	89 days late	Cond. Approved	9/11/08
Central CT State University	(A)	timely	Approved	9/11/08
Charter Oak State College (BSAA)	(A)	timely	Approved	6/12/08
Chief Medical Examiner, Office of the	(A)	timely	Approved	9/11/08
Comptroller, Office of the State	(A)	timely	Approved	9/11/08
CT Commission on Culture and Tourism	(A)	timely	Approved	7/10/08
CT State Library	(A)	timely	Approved	6/12/08
CT State University System	(A)	timely	Approved	9/11/08
Consumer Counsel, Office of	(B)	timely	Approved	4/10/08
Consumer Protection, Department of	(A)	timely	Approved	5/8/08
Correction, Department of	(A)	24 days late	Approved	03/13/08
Deaf & Hearing Impaired, Commission on the	(B)	timely	Approved	06/12/08
Eastern CT State University	(A)	timely	Approved	10/7/08
Economic & Community Dlv., Department of	(A)	timely	Approved	9/11/08
Education, Department of	(A)	timely	Disapproved	09/11/08
State Elections Enforcement Commission	(A)	timely	Approved	11/13/08
Dept. of Emergency Mgt & Homeland Security	(A)	timely	Approved	5/8/08
Commission on Fire Prevention and Control	(A)	timely	Approved	02/14/08
Gateway Community College	(A)	timely	Cond. Approved	08/14/08
Governor, Office of the	(A)	timely	Approved	05/08/08
Health Care Access, Office of	(A)	timely	Approved	5/8/08
Housatonic Community College	(A)	timely	Disapproved	8/14/08
Human Rights & Opportunities, Commission on	(A)	127 days late	Cond. Approved	8/14/08
Information Technology, Dept. of	(A)	timely	Approved	4/10/08
Dept. of Labor	(A)	timely	Approved	11/13/08
Dept. of Mental Health and Addiction Services	(A)		Due 1/30/09	
Manchester Community College	(A)	timely	Cond. Appr'd	3/13/08
	(A)	timely	Cond. Appr'd	9/11/08
Military Department	(A)	timely	Approved	7/10/08
Department of Motor Vehicles	(A)	timely	Approved	12/11/08
Northwestern Connecticut Community College	(A)	timely	Approved	7/10/08
Norwalk Community College	(A)	timely	Approved	8/14/08
Police Officer Standards and Training Council	(A)	timely	Approved	10/07/08
Protection & Advocacy for Persons with Disabilities, Office of	(A)	timely	Approved	5/8/08
Public Health, Department of	(A)	21 days late	Disapproved	10/07/08
Department of Public Safety	(A)	timely	Cond. Approved	12/11/08
Public Works, Dept. of	(A)	timely	Approved	5/8/08
Quinebaug Valley Community Tech College	(A)	timely	Approved	7/10/08
Revenue Services, Dept. of	(A)	timely	Approved	4/10/08
Secretary of the State, Office of the	(A)	1 day late	Approved	10/7/08
Social Services, Dept. of	(A)	timely	Approved	6/12/08
Soldiers', Sailors', and Marines' Fund	(B)	timely	Cond. Approved	10/7/08
Southern CT State University	(A)	timely	Approved	11/13/08
Special Revenue, Division of	(A)	timely	Approved	4/10/08

Teachers' Retirement Board	(A)	timely	Approved	7/10/08
Three Rivers Community College	(A)	timely	Approved	7/10/08
Transportation, Dept. of	(A)	timely	Approved	7/10/08
Treasurer, Office of the State	(A)	timely	Approved	4/10/08
Tunxis Community College	(A)	timely	Disapproved	7/10/08
Veteran's Affairs, Dept. of	(A)	timely	Cond. Approved	5/8/08
Western CT State University	(A)	timely	Approved	10/7/08
Workers Compensation Commission	(A)	timely	Approved	11/13/08
Veterans' Affairs, Department of	(A)	Timely	Approved	05/08/08
Western CT State University	(A)	Timely	Approved	10/07/08
Workers' Compensation Commission	(A)	Timely	Approved	11/13/08

Abbreviations:

(A) Annual Filing

(SA) Semiannual Filing

(B) Biennial Filing